



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

November 18, 2021

Dear Veteran,

The Department of Veterans Affairs (VA) recognizes that Veterans are a diverse group who served and sacrificed on behalf of this great Nation. We all have a responsibility to ensure every Veteran who receives treatment, benefits or services at a VA facility is treated with dignity and respect.

VA is committed to ensuring our community is safe, welcoming and a place that is free of harassment for all Veterans, their caregivers, volunteers, visitors and employees. We thank you for honoring all those you encounter in any VA facility by treating them with dignity and respect, regardless of race; color; religion; sex; gender identity or expression; sexual orientation; age; physical or mental disability; or language.

VA has a zero-tolerance policy for harassing, disruptive, abusive or violent behavior. Harassment and sexual assault, including sexual harassment and gender-based harassment, is inappropriate conduct and will not be tolerated. Reports of inappropriate conduct are taken seriously. VA will investigate and take action, if warranted, to hold the person engaging in such conduct accountable for their actions. If the offender is a Veteran, such conduct may result in the Veteran being restricted as to the manner and location at which they can receive treatment.

Experiencing or exposure to harassment can impact us all. When harassment is observed and not reported, it can embolden the harasser to continue the inappropriate conduct and make the experiencer feel unsafe, disrespected and unwelcome. VA strongly encourages those who witness harassment to support their fellow Veterans by reporting it.

If you have been harassed, sexually harassed, sexually assaulted or witnessed such behavior at any VA facility contact the VA Police or a VA Management Official. To make a confidential report of sexual assault against any individual or if a non-employee wants to report sexual harassment contact the VA Office of Inspector General (OIG) Hotline at 1-800-488-8244.

Enclosed is a brochure with more information on VA's zero-tolerance harassment policy, reporting procedures, resources and training opportunities.

Thank you for your service to our Nation and support for your fellow Veterans.

Sincerely,

A handwritten signature in blue ink, appearing to read "D. McDonough", is written over a horizontal line.

Denis McDonough

Enclosure